

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS, INC.
TUCSON, AZ

June 1, 2011 – May 31, 2012

FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY (INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)	NUMBER INTERVIEWED	NUMBER HIRED
1	Internet Operations Specialist	10/26/10	6/6/11	KVOA Employee	1	0
				Linked In	1	0
				Craigslist	3	1
2,3,4,8	Account Manager	5/2/11	8/1/11	Employee Referral	3	2
				Industry Awareness	3	2
				U of A Career Fair	1	0
5	Content Management Center Supervisor	5/13/11	6/15/11	Employee Referral	2	1
				TV Jobs.com	2	0
				KVOA.com	2	0
6	Asst. News Director	3/18/11	7/6/11	TVjobs.com	6	0
				KVOA.com	1	1
7	Producer	6/29/11	7/25/11	TVjobs.com	3	1
9	Internet Account Manager	6/14/11	8/1/11	Industry Awareness	2	1
				Employee Referral	2	0
				Craigslist	1	0
10	Morning EP	4/29/11	7/29/11	KVOA Employee promotion	1	1
				TVjobs.com	7	0
				KVOA.com	1	0
11	Traffic Assistant	7/5/11	8/15/11	Employee Referral	2	1
				KVOA.com	1	0
12	Executive Producer	7/29/11	9/6/11	Tvjobs.com	2	1
				Employee Referral	1	0
13	Morning Anchor	6/15/11	9/19/11	KVOA Employee	2	0
				KVOA.com	1	1
14	Senior Producer	8/15/11	8/30/11	TV Jobs.com	3	1
				KVOA.com	1	0
15	Traffic Assistant	10/13/11	10/31/11	KVOA.com	3	1
16	Weekend Producer	10/13/11	10/25/11	Industry Awareness	1	1
				TV Jobs.com	2	0
17	MMJ	9/26/11	9/29/11	KVOA.com	1	1
				Tv Jobs.com	4	0
18	Internet Operations Specialist	10/27/11	11/28/11	Linked In	1	1
19,20	PT Production Asst	10/23/11	11/23/11	KVOA Employee	3	1
				KVOA.com	2	1
				Az wildcat joblink	4	0
21,22,23	MMJ	10/18/11	12/14/11	tvJobs.com	4	2
				KVOA.com	1	1
24	Producer	10/14/11	12/15/11	TVjobs.com	5	1
				Cordillera.com	1	0
25	PT Graphics	12/5/11	12/20/11	KVOA.com	3	1
26	PT Editor	1/10/12	1/28/12	TVjobs.com	1	0
				KVOA Intern	1	1
27	Internet Deals Specialist	12/19/11	1/16/12	Monster.com	1	1

28	Local Ad Network Specialist (PT)	1/11/12	1/20/12	Employee Referral	1	1
29	Traffic Assistant	1/23/12	2/15/12	KVOA.com	1	0
				KVOA Employee	1	1
30	Pt Prod Assistant	12/5/11	2/2/12	Employee Referral	1	1
				KVOA.com	6	0
				ITT Technical Insitute	1	0
				Industry Awareness	1	0
31	Internet Sales Specialist	12/19/11	2/6/12	Employee Referral	1	0
				Monster.com	1	0
				KVOA.com	1	1
32	National Sales Manager	12/31/11	2/1/12	Spots n Dots	12	1
				Industry Awareness	1	0
33	Promotions Producer	12/21/11	2/20/12	TVjobs.com	1	0
				KVOA Employee	1	0
				KVOA.Com	1	1
				Industry Awareness	1	0
34	PT Prod Asst	1/24/12	2/13/12	KVOA.com	5	1
35	Internet Sales Specialist-Medical	12/19/11	2/16/12	Monster.com	3	1
				KVOA.com	1	0
36	Weekend Weather Anchor/MMJ	1/23/12	2/16/12	TVjobs.com	2	1
				KVOA Employee	1	0
37	Weekend Anchor	2/16/12	2/27/12	KVOA.com	1	1
				KVOA Employee	2	0
38	Daytime Anchor	2/13/12	3/6/12	TVjobs.com	2	1
				KVOA Employee	1	0
39	Morning EP	2/29/12	3/12/12	TVjobs.com	3	1
				KVOA Employee	1	0
40	Design Director	12/2/11	3/12/12	TVjobs.com	1	0
				KVOA.com	1	0
				Graeme Newell	2	1
41	PT Studio Production Asst	1/24/12	2/13/12	KVOA.com	5	1
42	Traffic Assistant	3/8/12	4/9/12	KVOA.com	1	1
43	Master Control Operator	3/5/12	4/9/12	Employee Referral	2	0
				KVOA.com	1	1
44, 45,46	Account Executive	10/13/11	4/16/12	KVOA.com	5	0
				TVjobs.com	2	0
				Industry Awareness	3	2
				Employee Referral	4	1
				Az wildcat joblink	1	0
47	Multi Media Journalist	2/28/12	5/14/12	TVjobs.com	4	1
48	News Producer	4/25/12	6/4/12	KVOA.com	2	1

KVOA COMMUNICATIONS, INC.

**LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD JUNE 1, 2011 – MAY 31, 2012**

NO	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	3/10/03-Ongoing	College Intern Program	Expose college students to television news environment	Host interns from area colleges who are majoring in broadcasting for credit hours. Involve in writing, producing and editorial process.	Cathie Batbie-News Director; Sarah Davis—Producer/Intern Coordinator
2	1/1/07-Ongoing	University of AZ Press Cat Shadow Program	College students job shadow	College students job shadow reporter to learn day to day duties of reporting in the television environment	Lupita Murillo-Reporter
3	6/1/11	U of A & Tufts University exchange program	College students learning how to cover the Mexico/ US Border	College students were paired together to learn what to expect & the do's and don'ts of going into Mexico. Worked with students for approximately 4 hrs. There were 20 students involved	Lupita Murillo-reporter
4	6/2/11	Station Tour	Senior Citizens Group	20 to 28 Senior citizens toured the station and watch the noon newscast	Dottie Diaz-Traffic Manager & Allan Ryan--Production
5	6/3/11	Station Tour	Davis Monthan Military Families	Small group toured station and watch the 6PM news in the studio	Kristi Tedesco-News Anchor
6	6/14/11	Station tour	Achieve Builds Confidence Group	10—16 to 22 year olds with disabilities toured station and learned about jobs in broadcasting	Anne Moral-Director
7	6/15/11	Station Tour	Achieve Builds Confidence Group	10—16 to 22 year olds with disabilities toured station and learned about jobs in broadcasting..(Second group)	Dottie Diaz—Traffic Manager
8	7/22/11	Station Tour	VA Healthcare	8 to 10 veterans toured building learning about broadcast television	Michael Hornfeck—Local Sales Manager
9	7/28/11	Station Tour	Eller College of Marketing Class	40 students learned about KVOA, Sales at KVOA our News product & marketing the station	Jeff Green—General Sales Manager
10	9/1/11-TFN	Weather IQ	Tucson Elementary & Middle Schools	Children learn the basics of weather through geography, math & trivia. KVOA launched the program visiting 5 schools and 526 students in the fall of 2011. KVOA plans on visiting 33 schools and 3300 students in 2012.	Rob Guarino-Chief Meteorologist
11	9/1/11	Career Fair	KVOA career fair	Recruited applicants for Account Manager, Producer, MMJ, Also spoke with college students at Pima about internships for college credit	Linda Tremelling—Business Manager
12	9/20/11	Career Days	U of A Fall Career Days	Recruited applicants for Account Manager, Producer, MMJ, Also spoke with college students at U of A about internships for college credit	Linda Tremelling-Business Manager, Dottie Diaz-Traffic Manager, Cathie Batbie-News Director, Dave Kerrigan-Operations Manager, Jeff Green-General Sales Manager, Mike Hornfeck-Local Sales Manager
13	9/23/11	Station Tour	Girl Scout Troop #1605	Toured station and watch the 6PM news.	Jeremy Briddle—Production Assistant

14	10/3/11	Station Tour	ITT Tech School	10 students and their instructor toured the station learning about broadcasting and the equipment used	Gary Kabrick-Senior Engineer
15	10/4/11	Station Tour	Erickson Elementary School	28 4 th grade students toured station to learn about Weather.	Chris Nallan-Morning Meteorologist
16	10/6/11	Station Tour	Erickson Elementary School	Second class of 28 4 th grade students toured station to learn about weather	Chris Nallan-Morning Meteorologist
17	10/22/11	Bear Essential News for Kids	Kids mentoring program.	KVOA hosts a weekend workshop in our studio for over 150 kids. KVOA Staff and Management teach them the basics of reporting and anchoring. Then throughout the year, the kids return to the station on a monthly basis to tape their reports that air on KVOA every week. This year, over half the kids were minorities from schools throughout the metro area.	Ray Montano, Production Department; Jeff Davis – Engineering; Brandon Gunnoe—Morning Anchor; Tom McNamara
18	10/26/11	Station tour	Santa Catalina Retirement Community	10 residents toured station, watch the Noon News Live and learned about the broadcasting industry	Jeff Green-General Sales Manager
19	11/2/11	Career Week	Bonillas Elementary	Spoke to a 4 th grade class about meteorology	Chris Nallan—Morning Meteorologist
20	11/8/11	Station tour	Huachuca City School 4 th grade	23 fourth graders toured station learning about weather	Chris Nallan—Morning Meteorologist
21	11/10/11	Station tour	Huachuca City School 4 th grade	25 fourth graders toured station learning about weather	Chris Nallan—Morning Meteorologist
22	11/15/11	School Visit	Flowing Wells High School	Spoke to a dozen students in a video production class about television and what it is like to work at a television station	Jeff Beamish—Weekend Meteorologist
23	11/30/11	Station tour	Huachuca City School	25 4 th graders toured station learning about weather	Chris Nallan—Morning Meteorologist
24	1/16/12	Station tour	Cub Scout Troop	12 cub scouts toured station learning about careers in television	Mike Hornfeck—Local Sales Manager
25	1/18/12	Station Tour	Coronado K-8 School	Selected 8 th grade students learned about electronic journalism, TV news positions and what type of education is needed for broadcasting jobs	Dottie Diaz-Traffic Manager; Martha Vazquez—Daytime Anchor
26	1/20/12	Station Tour	Southern AZ VA Healthcare System	6 veterans toured the station to learn about careers in broadcasting and the education needed for these types of jobs	Jeff Green-General Sales Manager
27	1/24/12	Station Tour	Pack 86 Den7 Boy Scouts	6yr old cubs scouts toured station to learn about television.	Robby Messer—Executive Producer
28	1/25/12	Career Fair	Tucson Indian Center	Recruit applicants for Traffic Assistant, National Sales Manager, Executive Producer, PT Graphic Artist, PT Audio/Studio Asst, Creative Services Producer, Design Director, 2 Interactive Account Executives	Linda Tremelling—Business Manager
29	1/30/12	Station Tour	Castle Hill Country Day School	Students visited the station to learn about careers in broadcasting. Concentration on weather	Chris Nallan—Morning Meteorologist
30	1/31/12	Station Tour	Castle Hill Country Day	A second group of students visited the station to learn about careers in	Chris Nallan—Morning

			School	broadcasting. Concentration on weather	Meteorologist
31	1/31/12	Recruitment of Manager	Cynopsis, Spots N Dots	Recruited National Sales Manager for KVOA.	Linda Tremelling-Business Manager/HR
32	2/6/12	School Visit	La Paloma Academy	Read to about 20 students for Love of Reading Week and answered questions about television	Nichole Szemerei—Morning Reporter
33	2/9/12	School Visit	La Paloma Academy	Read to 20 – 25 4 th graders for Love of Reading Week and answered questions about weather	Jeff Beamish—Weekend Meteorologist
34	2/24/12	Station Tour	Cub Scout Den 141	Cub scout troop toured station learning about broadcasting	Jeff Green—GSM
35	2/24/12	Station Tour	Santa Rita High School	Gave two students a tour of the station and talked about jobs in broadcasting and what it takes to get a job in the news room	Jeff Beamish—Weekend Meteorologist
36	2/28/12	School visit	Pueblo Gardens Elementary School	Read to 10 – 15 1 st graders for love of reading week. Answered questions about the weather	Jeff Beamish—Weekend Meteorologist
37	3/9/12	Station Tour	Tiger Cub Scout Den 10	Cub scout troop toured station learning about broadcasting	Mike Hornfeck-Local Sales Manager
38	3/20/12	Career Fair	U of A Career Fair	Recruited applicants for Traffic Assistant, Account Managers for TV and Internet, Promotions Producer. Master Control Operator. Spoke with U of A Students about the kind college degrees that are wanted in the broadcast industry. Spoke with potential college students about the internship program as well.	Linda Tremelling-Business Manger, Cathie Batbie-News Director, Lacy Lueck-Internet Sales Manager, Jeff Clemons-Promotions Manager, Dave Kerrigan-Operations Manager
39	3/21/12	Station Tour	Cubs Scouts-Pack 244	Cub scout troop toured building and learned about weather	Jeff Beamish—Morning Meteorologist
40	3/23/12	School Visit	Rivera Elementary School	Discussed what a meteorologist does and answered questions for 40 – 50 1 st graders	Jeff Beamish—Morning Meteorologist
41	4/5/12	Station Tour	Green Valley Amateur Radio Club	20 members of the radio club toured the station. They watch the noon news live in the studio and the noon anchor did a Q & A period with the radio club members	Keith Bembeneck—CMS Supervisor
42	4/10/12	School Visit	Estes Elementary School	Discussed different cloud types and instruments used to measure wind, temperature & rainfall with 50 2 nd grade students	Jeff Beamish—Morning Meteorologist
43	4/30/12	Career Day	St. Elizabeth Ann Seton School	Talked to approximately 100 school students about jobs in television	Tom McNamara—Anchor
44	5/4/12	Career Day	Great Expectations Academy	Spoke with the 3 rd grade and 8 th grade classes about what it is like to be a meteorologist on TV	Jeff Beamish—Morning Meteorologist
45	5/24/12	Career Fair	Tucson Urban League	Sponsored and participated in the Tucson Urban League Career Fair at the El Con Mall. Recruited applicants for News.	Linda Tremelling—Business Manager

All Open Positions were posted with All Sources listed below

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
E-MAIL			
Chicanos Por La Causa Employment Specialist 200 N. Stone Ave. Tucson, AZ 85701	Christine Abeyta FAX: 884-9007 TEL: 882-0018 Ext. 279 Christine.Abey@cplc.org	YES	0
NAACP Tucson Branch 2160 N. 6 th Ave. Tucson, AZ 85705	Clarence Boykins TEL: 622-8277 Clarence540@aol.com	YES	0
Tucson Urban League 2305 S. Park Ave. Tucson, AZ 85713	Donna Baker FAX: 623-9364 TEL: 791-9522 dbakerx@csd.pima.gov	YES	0
Tucson Indian Center 705 N. Main Ave. Tucson, AZ 85705	Benny M. McCabe FAX: 884-0240 TEL: 884-7131 Benmcabe@hotmail.com	YES	0
National Association of Hispanic Journalists 1000 National Press Blvd. 529 14st MW Washington D.C. 20045-2001	NAHJ Job Bank FAX: 202-662-7144 TEL: 202-662-7168 jobbank@nahj.org	YES	0
Family Support Center 3500 S. Craycroft Rd. Bldg. 3210 Davis-Monthan, AFB, AZ 85707	Tom E. Reardon, MA, CFLE FAX: 228-5622 TEL: 228-5690 Tommie.rearden@dm.af.mil	YES	0
National Urban League 120 Wall Street New York, NY 10005	S Harris TEL: 212-558-5300 Sharris@nul.org	YES	0
Fred G Acosta Job Center 901 S. Campbell Ave. Tucson, AZ 85719	Laura Gonzales TEL: 879-9234 Allmom.natasha@jobcorps.org	YES	0
Goodwill Industries of S. Arizona 1940 E. Silverlake #403 Tucson, AZ 85713	Lisa Larivee Tel: 520-623-5174 ext 117 llarivee@goodwill-tucson.org	YES	0
ITT Technical Institute 1455 W River Rd Tucson, AZ 85713	Jennifer Whicker Tel: 520-408-7488 jwhicker@itt-tech.edu	YES	1
P.H.A.S.E/YMCA 525 N. Bonita Ave. Tucson, AZ 85704	Liz Rabago TEL: 884-7810 irabago@ywcatuson.org	YES	0

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RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
MAIL			
D.E.S. Vocational Rehabilitation 400 W. Congress #420 Tucson, AZ 85701	Wonita Yodice TEL: 628-6810	YES	0
Tetra Corporation P.O. Box 50544 Tucson, AZ 85703	Mary Lespron TEL: 622-4874 Ext. 130	YES	0
Tucson Black Chamber of Commerce 1630 N. Stone Ave. Tucson, AZ 85705	Shirley Hockett	YES	0
Community Outreach Prog for the Deaf & Blind 268 W. Adams St. Tucson, AZ 85705	Jane Kiser-Schmidt	YES	0
Tohono O'odham Nation PO Box 837 Sells, AZ 85634	Freddie Lopez	YES	0
KUAT Communications University of Arizona P.O. Box 210067 Tucson, AZ 85721	Terri Sweet 621-5828	YES	0
National Assoc. of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742	Ryan Williams Tel: 301-445-7100	YES	0
Scottsdale Community College 9000 East Chaparral Road Scottsdale, AZ 85253	Raymond Dixon Tel: 480-423-6523	YES	0

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RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
FAX			
Dept. of Economic Security 5441 E. 22 nd Street Tucson, AZ 85711	Olga Pinedo FAX: 584-9567 TEL: 584-8172	YES	0
Gospel Rescue Mission 312 W. 28 th St. Tucson, AZ 85713	Jenny Coverdale FAX: 622-5880 TEL: 622-3495	YES	0
Pima Community College 4905 C. E. Broadway Blvd. Tucson, AZ 85711	Mary Holmes FAX: 206-4566 TEL: 206-4596	YES	0
Pima County One Stop Career Center 340 North Commerce Park Loop Tucson, AZ 85745	Donna Baker FAX: 798-0599 TEL: 798-0500	YES	0
ACAP Job Assistance Center Dept. of the Army United States Army Intelligence Fort Huachuca, AZ 85613	Angela Baker FAX: 520-533-7059 TEL: 520-533-5764	YES	0
Arizona Commission of Indian Affairs 1400 West Washington, STE 300 Phoenix, AZ 85007	Lone Wells FAX: 602-542-3223 TEL: 602-542-3123	YES	0

All Open Positions were posted with All Sources listed below

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
E-MAIL			
AWRT-Tucson Chapter Tucson, AZ	Katrina Noble Tel: 520-745-8221 Katrina@adwiz.com	NO	0
Tucson Advertising Federation P.O. Box 90167 Tucson, AZ 85752	Pearl Ford-Fyffe TEL: 520-326-1060 FAX: 520-326-9973 membership@tucsonadfed.org	NO	0
Brown Mackie College 4585 East Speedway Blvd. Suite 204 Tucson, AZ 85712	Lilliana Bujanda TEL: 520-327-6866 FAX: 520-319-3495 lbujanda@brownmackie.edu	NO	0

All Open Positions were posted with All Sources listed below

MAIL			
Chicano/Hispanic Student Affairs Economics 23 PO Box 210023 Tucson, AZ 85721	Leona R. Puente	NO	0
LULAC PO Box 2443 Tucson, AZ 85702	Richard Fimbres	NO	0
Access Tucson 124 E. Broadway Blvd. Tucson, AZ 85701	Sam Barron	NO	0
Jackson Employment Center 300 E. 26 th St. Tucson, AZ 85713	Cheryl Bakari 838-3300	NO	0
KQTL 2955 E. Broadway Blvd. Tucson, AZ 85716	Araceli Espinoza 628-1200	NO	0
Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, AZ 85746	Carmen Thomas, HR Director	NO	0
Emanuel Grace Church 1440 Camino del Sierra Tucson, AZ 85713	Minister Charles Watkins	NO	0

All Open Positions were posted with All Sources listed below

RECRUITMENT SOURCES – SISTER STATIONS

STATION	CONTACT	INTERVIEWED
FAX		
KXLF 1003 S. Montana Butte, MT 59701	Pat Cooney, General Manager FAX: 406-782-8906 TEL: 406-496-8400	
KRTV Hwy 87, PO Box 2989 Great Falls, MT 59404	Jon Saunders-General Manager FAX: 406-791-5479 TEL: 406-453-2431	
KPAX PO Box 4827 Missoula, MT 59801	Bob Hermes, General Manager FAX: 406-543-7111 TEL: 406-543-7106	
KTVQ PO Box 2557 Billings, MT 59103	Monty Wallis, General Manager FAX: 406-252-9938 TEL: 406-252-5611	
KOAA 2200 7 th Ave. Pueblo, CO 81003	Evie Hudson, Business Manager FAX: 719-295-6685 TEL: 719-544-5781	
KATC PO Box 63333 Lafayette, LA 70506	Kathy Schexnayder, Business Manager FAX: 337-235-9363 TEL: 337-235-3333	
KRIS 409 Staples St. Corpus Christi, TX 78401	Alice Galindo, Business Manager FAX: 361-887-6666 TEL: 361-886-6100	
WLEX PO Box 1457 Lexington, KY 40591	Sandy Byron, Business Manager FAX: 859-254-1272 TEL: 859-226-7600	
KSBY 1772 Calle Joaquin San Luis Obispo, CA 93405	Dorothy Rivera, Business Manager FAX: 805-541-5142 TEL: 805-541-6666	

All Open Positions were posted with All Sources listed below

RECRUITMENT SOURCES

RECRUITMENT SOURCES	INTERVIEWED
KVOA.com	48
KVOA Employees	14
KVOA Employee Referral	19
cordillera.tv/admin	1
careerpage.org	
Azbroadcasters.org	
tvjobs.com	54
medialine.com	
career.arizona.edu	
Craigslist	4
ITT Technical Institute	1
College Central www.collegecentral.com/muw	
www.media-match.com	
Graeme Newell's gnewell@602communications.com	2
Talent Dynamics 322 Dawson Rd Waxahachie, TX 75167	
Linked In	2
University of Arizona/AZ Wildcat	6
Monster.com	5
Industry Awareness	12
KVOA Internship Program	1
Broadcasting & Cable	
Tucson Ad Federation	
Cordillera Sister Stations	
Spots N Dots ads@spotsndots.com	12
Total Interviewed	181